

Workforce News

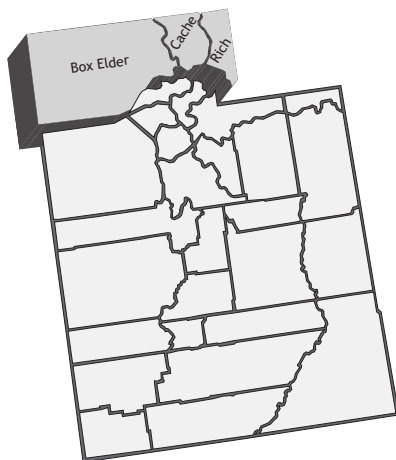
3rd Quarter 2007
(July/August/Sept)



A quarterly publication of the Department of
Workforce Services

Bear River: Box Elder, Cache, Rich

jobs.utah.gov



Population Growing Steadily



Inside:

- ✦ Check out the resources on the DWS Web page!
- ✦ Unemployment down, job growth up in all three counties.



Contact the author, your regional economist, with any questions on content:

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The U.S. Census Bureau has just reported population estimates for the nation and its sub-areas. All three Bear River counties experienced growth since the 2000 Census. Some grew slowly and some grew at a faster pace. Compared to the state's 14.2-percent increase in population, the Bear River region's rate was a little lower, averaging 8.8 percent. (See the graph for a pictorial of the population and growth.)

Records for growing population were set in the St. George and Provo-Orem Metropolitan Statistical Areas (MSAs) where both were in the top six of all the 361 MSAs in the nation. St. George was numero uno with an astounding 39.8-percent growth since 2000. Provo-Orem was close behind in the number-six slot nationally

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Find detailed wage information for occupations in Utah: <http://jobs.utah.gov/jsp/wi/utalmis/goto0ccwage.do>

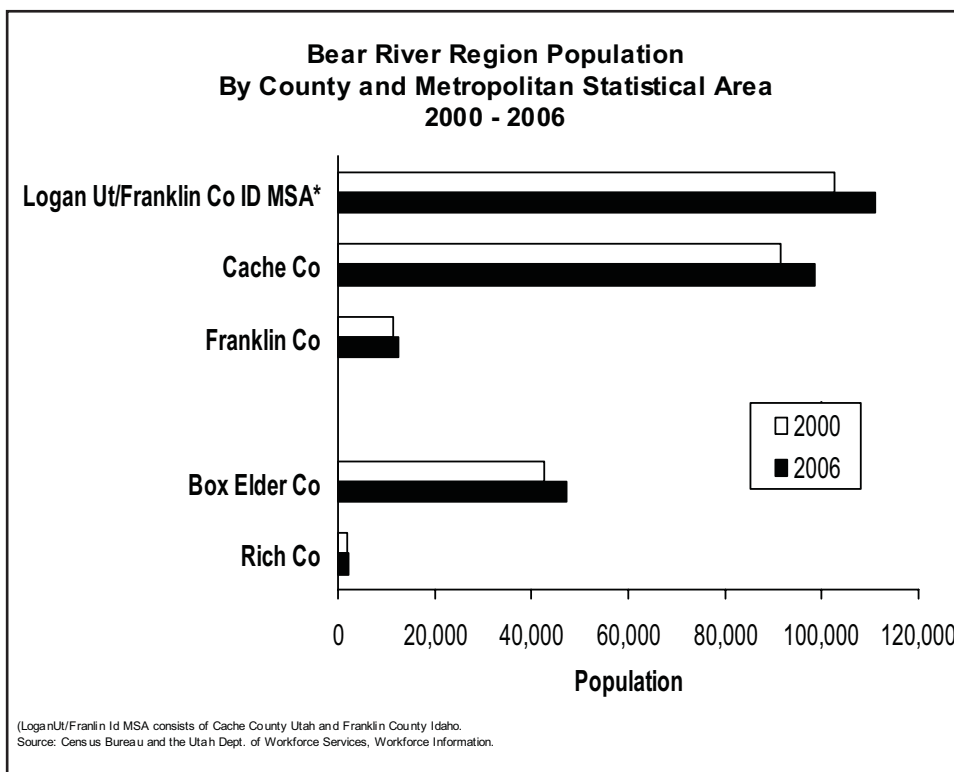
Population Growing Steadily

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with an increase of 25.9 percent. (See the link below for the Census release on population and change from 2000 to 2006.) The state total growth rate was 14.2 percent.

In the Bear River region, the Logan, Utah/Franklin County, Idaho MSA saw over 8,400 new faces between 2000 and 2006—a growth rate of 8.2 percent. Population increased from 102,720 in 2000 to 111,156 in 2006. About 7,300 of the total 8,400 increase was in the Cache County component of the MSA, and about 1,100 was in Franklin County. The growth rate over the six years for Cache County was 8.0 percent, and for Franklin County 10.3 percent.

The Brigham City Micropolitan Area (consisting of Box Elder County) grew by some 4,500 persons adding individuals at a rate of 10.4 percent. Total population in Box Elder in 2000 was 42,700, and in 2006 about 47,200 persons resided there. Rich County added only about 80 individuals during that time, increasing population from 1,960 to 2,040. That rate of growth was only 4.0 percent. Although the Bear River region's



growth in population was surpassed by other areas in the state, it grew at a solid, steady pace, which is good, and makes planning for infrastructure, like schools and roads, easier. Even though Utah grew very quickly there were six counties that had declining populations over the 2000-2006 period.

<http://www.census.gov/Press-Release/www/releases/archives/population/009865.html>

Check it Out

There's a gold mine of information for businesses on our Employer Resource Center Web page:

<http://jobs.utah.gov/employer/resource/>

North Region Business Services News

jobs.utah.gov

DWS Contacts

Business Consultants:

Regional Consultant

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gwkennison@utah.gov

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Resources

DOL Wage/Hour Division 801-524-5706

Employer Tax Credit 801-526-9480

Labor Market Information
John T. Mathews - Economist 801 526-9467

New Hire Reporting 800-222-2857

Pre-Layoff Assistance
Dawn Lay 801-526-4312

Unemployment Insurance Information
800-222-2857

Utah Labor Commission 801-530-6801

Upcoming Events / Seminars

For information about upcoming DWS seminars and workshops:
<http://jobs.utah.gov/employer/business/workshops.asp>

Employer Seminars

Employee Check List: From Hire to Fire

Date: June 20, 2007

Time: 7:30 a.m. to 9:30 a.m.

Location: Davis Applied Technology College, Entrepreneurial Center, 550 E. 300 S., Kaysville, UT

Presenters: Delonnie Call: Delonnie has over 25 years of experience in the field of human resource management. She has been in leadership positions with leading-edge companies such as IOMEGA, Chromalox and General Electric. She has field experience in a variety of industries and also does consulting for businesses in all aspects that affect employees. Currently Delonnie is the president of Northern Utah Human Resource Association (NUHRA), the local chapter of the Society of Human Resource Management (SHRM). Her extensive knowledge of all employee issues within the workplace makes her one of the leaders in human resource management, and she is often called on to share with other HR professionals throughout the state of Utah.

Janece Black: Janece has an Associate Degree in accounting, and a Bachelors Degree in human resource management. She worked for Davis County before moving to Futura Industries as the HR manager where she was instrumental in nominating and receiving the Utah Work/Life Award four consecutive years for Futura. Currently, Janece is the employer relations coordinator for Davis Applied Technology College. She creates class curriculum and teaches employee work/life skills. She also works with employers in a myriad of ways, including assisting with job recruitment and placement.

To RSVP: Contact Cory Olson at coryolson@utah.gov or by phone (801) 776-7820 no later than June 15, 2007 to ensure your spot. Space is limited. \$10.00 per person at the door; fee includes breakfast and all seminar materials.

The Americans with Disabilities Act in Plain English: A Practical Guide for Employers

Date: Wednesday, August 15, 2007

Time: 7:30 a.m. to 8:00 a.m. Registration, 8:00 a.m. to 9:30 a.m. Presentation

Location: Davis Applied Technology College, Entrepreneurial Center, 550 E. 300 S., Kaysville, UT

This presentation will focus on practical tools that you can take back to your workplace and apply regarding the Americans with Disabilities Act. Topics will include:

- A "user-friendly" way to determine if an employee may be disabled.

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INCUMBENT WORKER TRAINING PROGRAM

The Incumbent Worker Training Program (IWTP) is designed to benefit business and industry by assisting in existing employees' skill development and by increasing employee productivity and company growth. It is expected to result in the creation of new jobs, the retention of jobs that otherwise may have been eliminated, and an increase in wages for the trained workers.

The IWTP is a partnership of the Utah Department of Workforce Services, the State Workforce Investment Board, business and industry. Funding for IWTP comes from the Adult and Dislocated Worker programs under the Workforce Investment Act.

The long-term goal for this initiative is to create an infrastructure that provides training and education to enhance the skills of incumbent workers, increase the wages of workers through a career ladder, and positively impact the revenues of businesses by increasing their productivity.

Who Can Participate?

- All companies in business in Utah for over one year who are in full compliance with the Utah unemployment laws.
- Businesses that have a long-range commitment to employee training
- Businesses with defined advancement opportunities for their employees
- Financially viable businesses
- Businesses willing to provide a 50 percent match of the training costs

How to Apply

Each year, the DWS and the State Workforce Investment Board will determine the funding level for the IWTP. Funding varies year to year depending on many factors. Once it is determined funding is available, notification to employers occurs by posting an announcement on the DWS web site, jobs.utah.gov and sending an announcement via email to all employers registered with the department.

What is the Business's Responsibility?

- Review the criteria provided in the announcement (criteria may vary with each funding opportunity)
- Prepare your proposal and submit by deadline
- Provide all required information
- If awarded funds, provide quarterly reports that identify the expenditures, company match, training activities, employees trained, certificate/credentials awarded, etc.

Questions?

If you have additional questions, please contact: Connie Laws at 801-526-9955 or claws@utah.gov; or Gary Kennison at 435-764-2968 or gwkenison@utah.gov

Now Online!

Employer 101 – Labor Law Basic Training

One-stop resource promotes voluntary compliance with federal and state labor laws

The Department of Workforce Services (DWS), the U.S. Department of Labor's Wage and Hour Division and the Utah Labor Commission have joined forces to launch a one-stop online resource for Utah employers on federal and state employment laws: Employer 101 Labor Law Basic Training.

This training offers convenience to all Utah employers throughout the state. Employers can review the information at any time from

the comfort of their own offices. Topics include the Fair Labor Standards Act, anti-discrimination and harassment, and Utah's wage and hour laws.

The Resource Connection page will assist employers with helpful information relating to everything from Anti-discrimination to Youth employment laws. Visit jobs.utah.gov/edo/laborlaw for a site designed exclusively for our Utah employers.

Events/Seminars

ADA continued

- How to have effective discussions with employees about their accommodation needs and how to set clear expectations regarding performance standards.
- How to determine when accommodations become "unreasonable."
- How to help managers avoid common negative attitudes and blunders when dealing with disabled employees.
- Dealing with special situations, such as:
 - You suspect an employee has a mental health issue that is impacting her ability to work, but the employee has not disclosed the issue to you.
 - You are about to terminate a poorly performing employee when he suddenly informs you that he is disabled.
 - A disabled employee exhausts her FMLA rights. Are you required to give her more time off under the ADA?

Presenter: Jonathan K. Driggs, attorney at law, has over 14 years of experience focused exclusively on employment law. He has represented, advised, and presented legal seminars to employers of almost every size and industry type.

RSVP: by August 10, 2007 to Cory Olson at (801) 776-7820 or e-mail coryolson@utah.gov. Cost is \$10.00 per person; includes breakfast and all presentation materials.

Regional Council Meetings

Wasatch North Region Dates

August	August 8
Council of Councils	October 11 & 12

Bear River Region Dates

August	August 15
Council of Councils	October 11 & 12

County News

Box Elder County

The county's economy continues to surge forward, reflecting a declining unemployment rate and steady job growth rate. Unemployment in March, 2007 dropped to a meager 2.6 percent. This is evidence of a growing economy as employers hire more of the dwindling labor pool. Job growth was up 2.7 percent in December 2006 from a year before. This increase amounted to about 520 new jobs, with most in construction (200) and manufacturing (280). Construction activity rose in terms of the valuation of building, but fell significantly in the number of permits and new residential value. Spending was up about 10 percent based on gross taxable retail sales (third quarter).

Cache County

The economy is thriving in Cache County. Unemployment is at 1.9 percent—a rate not seen for a long time. Jobs grew at a substantial 3.2-percent pace adding some 1,530 positions. Construction added 250 new slots as did healthcare and government. Construction has slowed significantly between the first quarter of 2006 and 2007. Building permits were off 55 percent and the valuation of new residential construction was down 43 percent. Overall valuation of construction activity fell by 36 percent. Cache County's spending, according to gross taxable retail sales (third quarter 2006), rose by nearly 10 percent. With the exception of construction, the economy in Cache County is doing well; unemployment is down and job growth continues at a steady rate.

Rich County

Rich County is experiencing one of the lowest unemployment rates in the state—and the nation, for that matter—a rate of 1.8 percent for March 2007. Unemployment is down and job growth (December 2005 to December 2006) is up by 17 percent. This high rate equates to some 100 new positions as total non-farm employment grew from 550 to 640. Construction accounted for about 30 new jobs, and the rest were in the leisure and hospitality industry (tourism). Construction spending fell by about one-third between the first quarters of 2006 and 2007. As with construction, Rich county's third quarter year-over spending slipped by about 4 percent. Overall, the county is basically idling along with surges in the seasonal tourism industry being the economic driver.

For more employment information about your county, go to: <http://jobs.utah.gov/jsp/wi/utalmis/gotoCounties.do>. Select your county, then go to Labor Market Indicators in the right-hand list.

What's Up?

✧ Tremonton residents will soon have a new and bigger hospital. Site plans for a new hospital were looked at during a recent city council meeting. The new hospital will be built on a 38-acre parcel on 1000 North, near Interstate 15.
- *Standard Examiner*

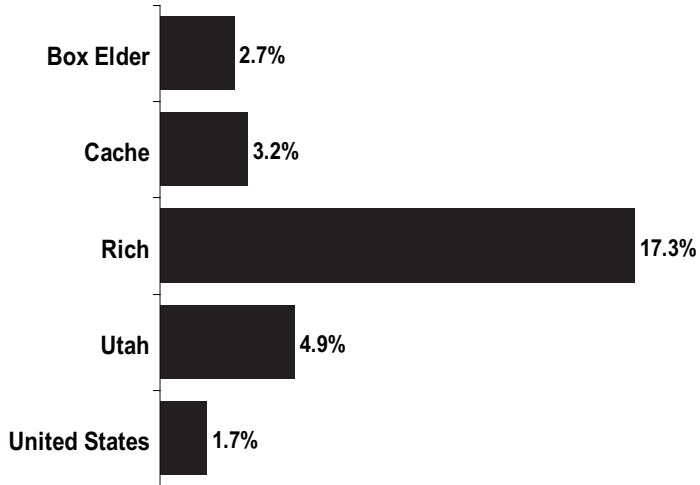
✧ A hotel with up to 150 rooms and a conference center expected to generate "tens of millions" in annual economic and fiscal impacts is ready to be built in the heart of North Logan.
- *Herald Journal*

✧ The Miller's meatpacking plant in Hyrum is on its way to recovery in the wake of an Immigration and Customs Enforcement raid last December, but production is still lagging behind normal levels. In the last two months, job applications at the Hyrum facility, owned by Swift & Company, have doubled, though the training process can take up to eight weeks. Production is at about 75 percent of capacity.
- *Herald Journal*

Bear River: Box Elder, Cache, Rich

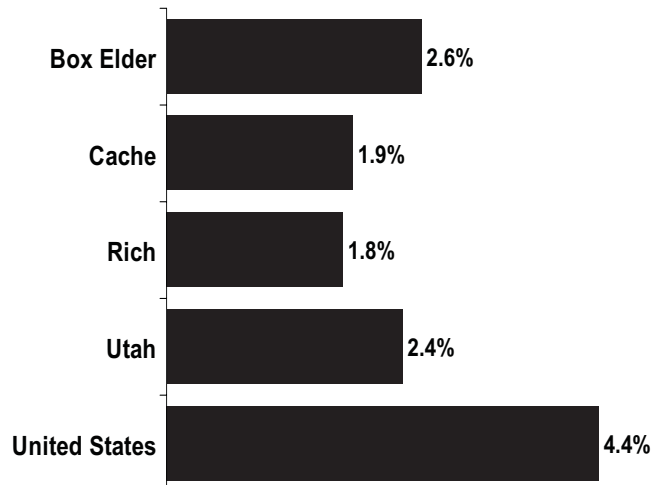
jobs.utah.gov

**Change in Bear River Non-farm Jobs
December 2005 to December 2006**



Source: Utah Dept. of Workforce Services; U.S. Bureau of Economic Analysis

**Seasonally Adjusted Unemployment Rate
Bear River March 2007**



Source: Utah Dept. of Workforce Services; U.S. Bureau of Labor Statistics

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